

Carleton University's response (using MSWord tracked change) on Article 42.4 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA) CUASA proposal

Without Prejudice

Date: June 22, 2012, 2.30 pm

42.4 Professional Achievement Awards (Professional Librarians and Instructor Employees)

- (a) There shall be a maximum of seven (7) Professional Achievement Awards per year, each valued at ~~\$1,500.00~~\$10,000.00. Up to two (2) awards shall be provided for professional librarians and up to five (5) awards shall be provided for Instructor employees, which may, at the discretion of the recipient, be added to their Professional Expense Reimbursement.
- (b) The procedures to be used to select the professional librarian recipient(s) shall be as follows:
 - (i) recommendations shall be made by the Peer Evaluation Committee to the University Librarian by November 20, and, subject to Article 42.4(b)(ii), the Committee's recommendation shall be final and binding;
 - (ii) where the University Librarian is not satisfied that the Peer Evaluation Committee's list contains the names of all those employees s/he believes worthy of consideration, s/he may request that the Committee consider or reconsider additional names. The Committee shall do so, and its consideration or reconsideration shall be final and binding.
 - (iii) the Peer Evaluation Committee shall report its decision to the University Librarian by November 20. The University Librarian shall report the decisions of the Peer Evaluation Committee to the President by December 21.
- (c) The procedures to be used to select the Instructor employee recipient(s) shall be as follows:
 - (i) the committee for determining recipients shall consist of two (2) persons appointed by CUASA and two (2) persons appointed by the employer.
 - (ii) the basis shall be outstanding performance by an Instructor employee in meeting the responsibilities as defined in the collective agreement, and in the individual job descriptions referred to by the collective agreement; and,

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This package sets out the Employer's bargaining position on the articles included in this package as of this date. The Employer reserves the right to amend its position, including the right to add, modify or delete any proposals if not accepted in its entirety.

- (iii) candidates may be either nominated by a colleague or apply directly for an award and shall submit nominations to the Office of the Vice-President (Academic) by November 20 .
- (d) Employees shall only be eligible to receive both a Professional Achievement Award and a Teaching Achievement Award where the basis cited for each award is separate and distinct.
- (e) The Deans/University Librarian will be an information resource for the Committee but will not participate in any other way in its deliberations.
- (f) Receipt of an award will occur on the May 1 following the date of application but may be deferred by the recipient for reasonable cause by up to one (1) year.
- (g) Award recipients will be eligible to apply for further awards in the Fall term of the seventh (7th) year following the year in which the previous award was received. ~~As of the ratification of the Awards received prior to 31 May 2012 shall not impact an employee's eligibility to apply for this award. 2012 Collective Agreement, all relevant employees shall be eligible for this award.~~
- (h) It shall be the responsibility of each Faculty Dean/University Librarian to ensure, on an annual basis and in a timely fashion, that his/her instructor employees and professional librarians are aware of the applications procedures and deadline.